2015 PHAP Pilot Curriculum Domains and Competencies

The curriculum is comprised of domains and competencies that are fulfilled through course learning objectives and holistic learning activities. A domain represents a grouping of related competency statements. A competency is defined as "a cluster of highly interrelated attributes, including knowledge, skills, and abilities that give rise to the behaviors needed to perform a given job effectively."[1] As associates progress through the curriculum, they should gradually and continuously develop competence. The domains and competencies are provided in greater detail below:

1.0 Analytic and Assessment
1.1 Monitors health risks and factors affecting the community
1.2 Uses data that are valid and reliable for assessing the health of a community
1.3 Synthesizes public health information to accurately assess problems
1.4 Applies ethical principles in using (e.g., accessing, analyzing, using, maintaining, and disseminating) public health data and information
1.5 Uses information technology in accessing, collecting, analyzing, using maintaining, and disseminating data and information
1.6 Defends decisions using logic as well as qualitative and quantitative data

2.0 Public Health Science
2.1 Applies knowledge of various approaches to improving population-based health
2.2 Describes the basic public health sciences (i.e., laboratory, epidemiology, surveillance, and informatics)
2.3 Describes how public health sciences are used in the delivery of the 10 Essential Public Health services
2.4 Incorporates public health informatics practices and procedures
2.5 Defines the roles, responsibilities and contributions of various organizations and agencies to specific federal, state, tribal, local, and territorial public health programs
2.6 Describes public health as part of a larger inter-related system of organizations that influence the health of populations at local, national, and global levels

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[1]Society for Human Resource Management (SHRM) Body of Competency and Knowledge

3.0 Program Planning, Management, and Improvement
3.1 Identifies information required in the program planning process
3.2 Gathers information for evaluating policies, programs, and services
3.3 Contributes to the implementation of an organizational strategic plan
3.4 Contributes to state/tribal/community health improvement planning

4.0 Public Health Policy and Law
4.1 Describes the public health laws and regulations governing public health programs
4.2 Adheres to laws, regulations, policies, and procedures for ethical public health practice
4.3 Analyzes public health legislation, policy, and regulation issuances that impact public health

5.0 Professionalism
5.1 Treats others courteously and respectfully
5.2 Exercises initiative, persistence, tact, and resourcefulness in establishing and continuing work relationships
5.3 Elicits and applies feedback to build professional skills and competencies
5.4 Makes decisions that are focused on desired results
5.5 Uses the chain of command to address risks, issues, or concerns

6.0 Communication
6.1 Communicates in writing and orally with linguistic and cultural proficiency to target audience
6.2 Communicates information that is clear, timely, accurate and uses plain language
6.3 Conveys data and information to professionals and the public using a variety of approaches (e.g., reports, presentations, email, letters, press releases)
6.4 Applies communication and group dynamic strategies in interactions with individuals and groups
6.5 Demonstrates active listening skills

7.0 Cultural Competency
7.1 Incorporates strategies for interacting with people from diverse backgrounds
7.2 Recognizes the ways in which diversity influences policies, program, and the overall health of a community
7.3 Recognizes the benefit of using a diverse workforce to better serve target populations
7.4 Uses cultural and social aspects to increase an intervention's effectiveness
7.5 Develops and maintains relationships with diverse partners to improve population-based health

8.0 Community Dimensions of Public Health
8.1 Establishes relationships to improve health in a community (e.g., partnerships, academic, colleagues, customers, others)
8.2 Collaborates with community partners to improve health in a community
8.3 Serves as a public health ambassador
8.4 Identifies policies, programs, and resources that improve health in a community (e.g., using evidence to demonstrate the need for a program, communicating the impact of a program)

9.0 Financial Planning and Management
9.1 Describes public health funding mechanisms
9.2 Provides assistance on grants, cooperative agreements, contracts, and other awards
9.3 Describes components of a budget
9.4 Tracks program spending to current and forecasted budget constraints